



Career Advancement

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- *Why focus on career advancement?*



Young man working in an office

Patterns of Employment

- Ten Year Follow up Study
 - Instability
 - Lack of access to living wage jobs
 - Lindstrom et al 2011
- US Census Bureau 2010 Report
 - 31% of individuals with disabilities ages 18 to 34 were earning wages placing them below the federal poverty line

- *What do we know about the early career years?*



Young woman working in a warehouse

Influences on Early Career Paths

- Restricted range of career options
- Lack of access to training and post secondary education
- Discrimination and prejudice
- Vulnerable groups

- *What should we do?*
- *Strategies and supports*



Young woman at a greenhouse with her job coach

Individual Strategies

- Personal attributes and skills
 - Personal agency and control
 - Persistence
 - Motivation
- Use of support systems
 - Peers and coworkers
 - Family and friends

System Level Approaches

- Entering the labor market: importance of the “first job”
- Building skills
- Growing on the job
- Changing the workplace